

Faculty of Creative and Critical Studies  
Response to External Review Report, May 2022

On behalf of the Faculty, I am pleased to provide the following notes by way of reception and response to recommendations contained in the External Review Report received in December 2021.

**Faculty Culture, Governance, and Strategy**

- “Reinvention Fatigue”: the Okanagan campus’s rapid growth has frequently demanded faculty and staff to engage in various renewal and reorganization exercises while also fulfilling their roles as professors and administrators. Resource scarcity has also meant fewer people have been expected to undertake more work of this kind. It is the hope of the faculty leadership to consolidate and build on the structures we have put in place over the last 405 years.
- Creative Scholarship Support: generally speaking, the current leadership of the faculty takes the view that creative knowledge creation and communication are as equally important to the Faculty’s overall productivity as are academic research and scholarship.
- Merger Discussion: we fully agree that renewing the faculty merger conversation with (with the Faculty of Arts and Social Sciences, for example) is neither necessary nor warranted at this point.

**Equity, Diversity, and Inclusion**

- “Readiness Plan”: the Dean’s office intends to work with the department Heads to develop such a plan, in concert with UBC’s recently released taskforce on Anti-Racist Strategy and Initiatives.
- Anti-Racism programming: the Dean’s office will in 2022-23 undertake to develop a formal lecture/engagement series to support anti-racism academics across the Faculty.
- Audit current practices/plans for EDI: as with the “readiness plan”, we expect to explore this recommendation, mindful of the additional workload this might create particularly with racialized faculty, staff, and students.
- Enable complaints: the Faculty would be unable to develop a complaint mechanism independently from existing UBC policies that cover Equity, Racism, Anti-Discrimination, and/or Respectful Workplace. That said, we have a broad commitment to enable inclusive learning in a safe teaching environment.

**TRC**

- Continue indigenous hiring wherever possible: all department Heads are in agreement with the Dean’s directive to actively recruit and successfully engage indigenous faculty for all faculty positions wherever possible. Furthermore, we are re-engaging the Indigenous Engagement and Strategy Committee to provide faculty level leadership on this important set of conversations.

**Personnel**

- Mentorship to support high quality research: the Dean has initiated conversations with departments to engage directly with questions arising around research intensity and outputs. This conversation will include questions of mentorship and higher impact publications.
- Open rank hiring: we have made several appointments at the rank of Associate Professor and will do so again, budget and program alignment permitting.

### **Graduate Programs**

- MA English review: direction in 2022-23 will be to seek assistance/support from CoGs, and Provost's office to review MA English with a view to improving student enrolment numbers, quality, and programming.
- IGS Funding: the current admissions rate for the DAHU PhD will require careful monitoring due to minimum funding requirements; the Dean's direction will be to prioritize new PhD admits for faculty holding external grants that can support PhD students.
- Partial Tuition waiver: MA students (IGS and English). This is not a financially realistic proposition.

Respectfully Submitted,

Bryce Traister